

Diversity, Equity and Inclusion Timeline

2018

- March 10, 2018 [African Meeting House vandalized \(I&M article\)](#)
- March 11, 2018 [Racist, sexually explicit graffiti spray-painted on Nantucket landmark](#)
- March 13, 2018 [After museum defacing, what happens now on Nantucket?](#)
- March 21, 2018 Chair Hill-Holdgate noted funding for repairs to AMH were donated by Executive Committee of Neighbors of the Nantucket Association of Real Estate Brokers (Announcement)
- September 19, 2018 Rita Higgins commented she has received comments from the public on the SB's "lack of leadership" re: the vandalism of the AMH and how Nantucket should tackle racism (SB Reports/Comment)
- October 2, 2018 Det. Sgt. Clinger reviewed status of AMH investigation at 10/2/2018 SB meeting (Announcement)
- December 19, 2018 Jim Barros asked for an investigation update at 12/19/2018 SB meeting (Public Comment)

2019

- January 17, 2019 SB XS - To investigate charges of criminal misconduct or to consider the filing of criminal complaints regarding AMH (agenda item)
- January 23, 2019 Update on AMH Incident Investigation at 1/23/2019 SB meeting (agenda item)
- March 27, 2019 Jim Barros asked for a response to his AMH investigation inquiry at 3/27/2019 CC meeting (Public Comment)
- June 19, 2019 Chief Pittman gave an update on the AMH at 6/19/2019 SB meeting; announced turning investigation over to C&I District Atty & Mass State Police (Announcement)
- June 20, 2019 [NPD turns over the investigation to the State Police and Cape & Islands District Attorney \(I&M article\)](#)
- December 18, 2019 SB member K. Ferrantella requested an update on the investigation from the C&I DA at 12/18/2019 SB meeting (SB Reports/Comment)

2020

- March 4, 2020 Rose Marie Samuels asked for an update on the AMH investigation at 3/4/2020 SB meeting (Public Comment)
- March 11, 2020 Rose Marie Samuels addresses the 3/11/20 Select Board meeting (Public Comment)
- May 7, 2020 [Boston Globe: Here's what to know about Nantucket's Black history](#)
- May 25, 2020 George Floyd killed by Minneapolis police
- June 1, 2020 Black Lives Matter protest at Tom Nevers Field
- June 3, 2020 Discussion re: Nantucket Black Lives Matter Protest at 6/3/2020 SB Meeting (Announcement)
- June 8, 2020 [Boston Globe: Amid National Protests, Nantucket residents still want to know who defaced Black landmark](#)

June 10, 2020	DA Press Release by Tara Miltimore - continues to be under investigation by Grand Jury and MA State Police
June 12, 2020	Assistant Town Manager, DPW Director, Charity Grace and Select Board Members Bridges and Ferrentella participate in Racial Equity Institute presentation "The Groundwater Approach"
June 12, 2020	Black Lives Matter protest on Main Street
June 17, 2020	Town Manager addresses the Select Board regarding the Public Comment made by Rose Marie Samuels at the March 11, 2020 Select Board meeting
June 17, 2020	Weekly Select Board Racial Equity/Race Relations Updates as well as initiatives including creating the DEI position and townwide DEI review begin
June 24, 2020	Select Board adopts pledge for racial and equity standing against police brutality
July 15, 2020	Diversity, Equity and Inclusion Director position posted
July 23, 2020	Diversity, Equity and Inclusion Director position advertised in the Inquirer & Mirror, application closes August 10, 2020
July 29, 2020	HR Diversity Webinar: <i>"Living in an Uncertain World: Conversations About Race"</i>
August 3, 2020	Council for Human Services meets to discuss potential interview questions for HR to consider and review of draft RFP
August 10, 2020	Diversity, Equity and Inclusion Director applications deadline (51 applicants)
August 11, 2020	Nantucket Employee Empowerment Team (NEET) meets to discuss potential interview questions for HR to consider and review of draft RFP
August 13, 2020	Review of office space, renting office space or issuing RFP for new DEI Office Informal Screening Workgroup established. Members include: Theran Singleton (Citizen/Middle School Teacher), Denise Kronau (Citizen/Finance Committee Member - note later left process October 2020), Osagie Doyle (Town employee/NEET member), Vanesha Williams (Town employee/ NEET member), Roberto Santamaria (Health Director), Melissa Murphy (Select Board Member) and Rachel Day (Assistant Town Manager) with HR representation at workgroup meetings.
August 19, 2020	
August 22, 2020	On Nantucket, a racist act gets a second look
September 9, 2020	Phase 1, Step 1 screening of application/resumes based on minimum qualifications completed
September 10, 2020	Phase 1, Step 2 Informal Screening Workgroup review of 33 applicants and recommend those move to Phase 1, Step 3 in the process and provide written questions (developed by suggestions from the Screening Group, Council for Human Services and NEET)
September 18, 2020	Written responses from 10 candidates due
September 22, 2020	Phase 1, Step 3 completed: Written responses evaluated by Screening Workgroup
October 1 - 15, 2020	Phase 2 of hiring begins: First and Second round interviews conducted
October 15, 2020	Phase 3: Determine final applicant for recommendation to Town Administration by Screening Workgroup done
October 19, 2020	Hire recommendation submitted to Select Board in accordance with Section 4.3(a) of the Town Charter

November 4, 2020	Press Release and introduction at Select Board meeting of new DEI Director Dr. Karoline Oliveira starting November 30, 2020
November 13, 2020	Dr. Oliveira notified Town Administration of inability to accept position
November 18, 2020	Screening Workgroup reconvened to discuss recommended next steps for hiring
December 4, 2020	Screening Workgroup reviews previous potential top applicants for return interviews and evaluation
December 14 - 16, 2020	Interviews conducted with 3 previous applicants
December 15, 2020	Microinequities Managing Unconscious Bias Webinar with Stephen Young, sponsored by the Community Foundation, Town of Nantucket and Chamber of Commerce; was held and attended by many town staff and community members
<u>2021</u>	
January 5, 2021	Phase 3: Determine final applicant for recommendation to Town Administration by Screening Workgroup done
January 14, 2021	Hire recommendation submitted to Select Board in accordance with Section 4.3(a) of the Town Charter
January 21, 2021	Offer accepted by applicant
February 3, 2021	Press release and introduction at Select Board meeting of new DEI Director Kimal McCarthy official start date of March 1, 2021
February 12, 2021	Town Manager named to Massachusetts Municipal Manager's Association " Diversity & Inclusion Committee "
March 1, 2021	Kimal McCarthy hired as Director of the Nantucket Diversity, Equity and Inclusion Office